

### Equality Analysis Form

<b>Service area, Directorate/Department(i.e. substance misuse, Corporate, finance, LD forensics etc)</b>	Nursing and Governance
<b>Name of responsible person and job title</b>	Stephen Scorer, Deputy Director of Nursing and Patient Safety
<b>Name of working party, to include any other individuals, agencies or groups involved in this analysis</b>	<p>Harry Cronin, Executive Director of Nursing and Allied Health Professionals          Chris Stanbury, Associate Director of Nursing          Bob Craig, Associate Director of Nursing          Carole Norris, Lead Senior Nurse, Medicines Management          Kay Hutchinson, HR Officer, Performance and Assurance          Michelle Gutcher, Planning and Performance          Sue Clelland , Performance and Planning  <i>(Above names and roles relate to the initial creation of the strategy in 2007)</i>          Everyone who has contributed to the consultation process.</p>
<b>Title of policy, function, strategy or service</b>	Nursing Strategy
<b>Geographical area covered by policy, function, strategy or service</b>	Trust wide
<b>Aims and objectives of policy, function, strategy or service</b>	As stated in question 1
<b>Start date of Initial Equality Analysis</b>	March 2012
<b>End date of Initial Equality Analysis</b>	March 2012
<b>Start Date of Full Equality Analysis Assessment</b>	-
<b>End date of Full Equality Analysis Assessment</b>	-

## **Equality Analysis Screening**

All new Policies, Functions, Strategies, Services, Codes of practice, Guidance or guidelines, Projects, Business plans and Major Trust Events, such as conferences to ensure accessibility and inclusion (should be done at the planning stage) are to be assessed for relevance to the statutory equality duties.

## **Review**

All existing Policies, Functions, Strategies, Services, Codes of practice, Guidance or guidelines must be reviewed every 3 years to ensure that they are still compliant with the Equality Act 2010.

## **The Equality Act 2010**

The Trust is responsible for ensuring that it meets the general and specific public sector duties of the Equality Act 2010. The Equality Act applies to all public sector bodies, the services that they commission and the staff that they employ.

The general equality duty is set out in the Equality Act 2010 (the Act).

In summary, those subject to the equality duty must, in the exercise of their functions, have due regard to the need to:

## **The General Duties are:**

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.
- Advance equality of opportunity between people who share a protected characteristic and those who do not.
- Foster good relations between people who share a protected characteristic and those who do not.

## **Please see Equality Analysis guidance for further information about the public sector specific duties**

If you require further advice and support please ring Sarah Jay or Tracey Loynes on 0191 3336267/3542

**1. Who does the Policy, Function, Strategy, Service (Code of practice, Guidance or guidelines, Project, Business plan or Major Trust Event benefit)?**

The strategy aims to benefit the Trust nurses, registered and non-registered. The nursing strategy outlines the expectations that society now makes of nurses and links these to the Trust and service strategies, providing a framework through a number of strategic aims that can be taken forward within each of the service areas. In order to be successful in delivering the nursing strategy there is a need for professional leadership, the use of professional development, education and training within a clear clinical assurance and governance framework.

**2. Could the Policy, Function, Strategy, Service (Code of practice, Guidance or guidelines, Project, Business plan or Major Trust Event) impact negatively on any of the protected characteristic groups below?**

<b>Protected Characteristic</b>	<b>Yes - provide information and evidence below</b>	<b>No - positive practice statement</b> (Please use this section to identify good practice and any initiatives that are taking or have taken place that are positive and inclusive of the named groups)
Race (including Gypsy and Traveller)		No
Disability (e.g. hearing loop, signage, wheelchair access etc)		No
Gender (Men and Women)		No

Transgender(Gender Identity and Reassignment)		No
Lesbian, Gay and Bisexual		No
Age (this includes older people, children and young adults – people of all groups)		No
Faith groups/belief or no belief		No
Pregnant Women or women who are breast feeding		No
People who are married or in Civil Partnerships		No
<b>3. Is the Policy, Function, Strategy, Service (Code of practice, Guidance or guidelines, Project, Business plan or Major Trust Event) accessible and inclusive of people from the below groups? - see toolkit guidance for information on barriers and accessibility</b>		
<b>Protected Characteristic</b>	<b>Yes - provide evidence below</b>	<b>No - positive practice statement</b> (Please use this section to identify good practice and any initiatives that are taking or have taken place that are positive and inclusive of the named groups)
Race (including Gypsy and Traveller)		No
Disability (e.g. hearing loop, signage, wheelchair access etc)		No

Gender (Men and Women)		No
Transgender(Gender Identity and Reassignment)		No
Lesbian, Gay and Bisexual		No
Age (this includes older people, children and young adults – people of all groups)		No
Faith groups/belief or no belief		No
Pregnant Women or women who are breast feeding		No
People who are married or in Civil Partnerships		No
<b>4. Please indicate what sources of information have been taken into account regarding the formulation of this Policy, Function, Strategy, Service (Code of practice, Guidance or guidelines, Project, Business plan or Major Trust Event)?</b>		
<b>Sources of information</b>		√
Department of Health/Care Quality Commission Findings etc		√
Service user complaints		
Staff grievances		
Feedback from equality bodies, e.g. Care Quality Commission, Disability Rights Commission, etc		

Internal feedback from Regional Staff Networks, Trades Unions and staff support networks, e.g. LGB, etc	
Research (both internal & external)	√
Community Consultation/Consultation Groups	
Investigation findings	
Internal Consultation	
Media	
<p>Other (please state)</p> <p>A First Class Service – Quality in the New NHS          Department Health 1998</p> <p>Acute Problems Sainsbury Centre for Mental Health          1998</p> <p>Cornwall Enquiry Healthcare Commission 2006</p> <p>Creating Capable Teams Approach Department Health 2007</p> <p>Developing Services for Carers and Families of People with Mental Illness          Department Health 2002</p> <p>Essence of Care Department Health 2001</p> <p>Improving Working Lives Department Health 1999</p> <p>Knowledge Skills Framework and Development Review.          Department Health 2004</p> <p>Lean Thinking for the NHS NHS Confederation 2006</p> <p>Learning for a Change in Healthcare Department Health 2007</p> <p>Making a Difference Department Health 1999</p> <p>Modernising Mental Health Services:          Safe, Sound and Supportive</p>	

<p>Department Health 1998 Modernising Nursing Careers - Setting the direction Department Health 2006 <b>National Institute for Clinical Excellence Guidance:</b> Schizophrenia Depression Self Harm Eating Disorders Depression in Children. Disturbed Violent Behaviour Bipolar Affective Disorder NICE 2003 NICE 2004a NICE 2004b NICE 2004c NICE 2005a NICE 2005b NICE 2006 National Occupational Standards Department Health 2002 <b>National Service Frameworks</b> National Service Framework, Children. National Service Framework Mental Health National Service Framework, Older People Department Health 2004 Department Health 1999 Department Health 2001a New Ways of Working for Everyone Department Health 2007 NHS Plan Department Health 2000 Placements in Focus ENB and Department of Health 2001</p>	
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<p><b>Policy Implementation Guidance</b>          Community Mental Health Teams          Support Time and Recovery Workers          Adult Acute Inpatient Care Provision          Dual Diagnosis          Mental Health – Assertive Outreach,          Crisis Resolution and Home Treatment,          Early Intervention in Psychosis          Department Health 2002          Department Health 2003          Department Health 2002          Department Health 2002          Department Health 2001          Preparation of Mentors and Teachers ENB and Department of Health 2001          Saving Lives, Our Healthier Nation Department Health 1999          Sutton and Merton Enquiry Healthcare Commission 2007          Ten Essential Shared Capabilities Department Health 2004          Ten High Impact Changes for Mental          Health          NIHME/CSIP 2006          The Health Act Department Health 1999          Values to Action – CNO Review of          Mental Health Nursing          Department Health 2006          White Paper Valuing People Department Health 2001          Who Cares Wins-Nurse Leadership Burdett Nursing Trust 2006</p>		
<p><b>5. Have you engaged or consulted individuals, groups and communities from the protected characteristic groups whilst planning and developing this Policy, Function, Strategy, Service (Code of practice, Guidance or guidelines, Project, Business plan or Major Trust Event)?</b></p>		
<p><b>Protected Characteristic</b></p>	<p><b>Yes - please provide information and evidence below</b></p>	<p><b>No - please state any future actions to be taken</b></p>



Race (including Gypsy and Traveller)		No – the policy is imminently to be updated (2012)
Disability (e.g. hearing loop, signage, wheelchair access etc)		No
Gender (Men and Women)		No
Transgender(Gender Identity and Reassignment)		No
Lesbian, Gay and Bisexual		No
Age (this includes older people, children and young adults – people of all groups)		No
Faith groups/belief or no belief		No
Pregnant Women or women who are breast feeding		No
People who are married or in Civil Partnerships		No

**6. Have you used equality monitoring data in the formulation and development of this Policy, Function, Strategy, Service (Code of practice, Guidance or guidelines, Project, Business plan or Major Trust Event)? If you require equality data please contact the Equality and Diversity Team on 0191 3336267/3542)**

<b>Protected Characteristic</b>	<b>Yes - please provide information and evidence below</b>	<b>No - please state any actions to be taken</b>
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Race (including Gypsy and Traveller)		
Disability (e.g. hearing loop, signage, wheelchair access etc)		
Gender (Men and Women)		
Transgender(Gender Identity and Reassignment)		
Lesbian, Gay and Bisexual		
Age (this includes older people, children and young adults – people of all groups)		
Faith groups/belief or no belief		
Pregnant Women or women who are breast feeding		
People who are married or in Civil Partnerships		

<b>7. As part of this equality analysis have any training needs or service needs been identified?</b>			
<b>Protected Characteristic</b>	<b>Yes - please state need or requirement</b>	<b>Would this be for Trust staff, service users, family or carers?</b>	<b>No</b>
Race (including Gypsy and Traveller)			
Disability (e.g. hearing loop, signage, wheelchair access etc)			
Gender (Men and Women)			

Transgender(Gender Identity and Reassignment)			
Lesbian, Gay and Bisexual			
Age (this includes older people, children and young adults – people of all groups)			
Faith groups/belief or no belief			
Pregnant Women or women who are breast feeding			
People who are married or in Civil Partnerships			
Human rights			
Cultural awareness and competence			
Using equipment or other services e.g. hearing loops, interpreters etc			
Other (please state)			

**8. Full Equality Analysis Assessment** – You must complete a full equality analysis assessment if in your initial analysis you identify any negative impact on one or more of the protected characteristic groups. Negative impact should be reduced or removed completely. **Please note unlawful, discriminatory impacts must be removed completely.** Please refer to guidance for further information. If you have any concerns or need support please contact the equality and diversity team on 0191 3336267/6542.

Use this form to create an action plan to evidence what needed to be addressed and what you have achieved  
 Please attach any evidence of the work you do to in relation to this action plan

Equality area	Action required to support the outcome of the initial equality analysis	Evidence used (including engagement/consultation)	Responsible/ Lead person
Gender			
Disability			
Race and Ethnicity			
Sexual Orientation			
Religion or Belief			
Age			
Gender reassignment			

Marriage or Civil Partnership			
Pregnancy and Maternity			
Human Rights			
Valuing Diversity - other			
Government requirements			
Department of Health requirements			
Care Quality Commission Requirements			

9. Is there any other issues relating to equality, diversity and human rights that you feel would benefit the service or the Trust?		
	Service	Trust
Equality		
Diversity		
Human Rights		

<b>Please ensure that you have checked the information</b>	√
<b>Are comfortable that any additional evidence can provided if you are required to do so?</b>	
The completed EA has been signed off by:  You the manager Sign_____ print name ___Stephen Scorer,_	
Your reporting manager Sign_____ print name___Stephen Scorer_____	
Please forward the EA to Sarah Jay <a href="mailto:sarah.jay@tevv.nhs.uk">sarah.jay@tevv.nhs.uk</a> Tracey Loynes <a href="mailto:tracey.loynes@tevv.nhs.uk">tracey.loynes@tevv.nhs.uk</a> and Jacqui Hall <a href="mailto:Jacqui.hall@tevv.nhs.uk">Jacqui.hall@tevv.nhs.uk</a> Central resources, Lanchester Road Hospital, Durham, DH1 5RD Tel:0191 3336267/6542	